

S E C R E T

11 March 1986

MEMORANDUM FOR: Executive Officer
Office of Personnel

FROM: Avon O. Harding
Director of Equal Employment Opportunity

SUBJECT: Weekly Activity Report

1. As of 27 February, we have 33 minority EOD's in the officer and technical sub-categories for this fiscal year:

White	327
Minority	<u>33</u>
	360

The 33 minorities break out as follows:

Black	12	Asian Pacific	2
Hispanic	5	Other	13
Native American	1		

Corrections are constantly being made to the data base, so we hope to see the "others" category reduced and spread out in the Black, Hispanic, and Asian codes. If it continues to grow, we will break it down in future reports.

25X1 2. The Director, EEO (Avon Harding) and the Black Affairs Program Manager [redacted] attended the University of Louisville's Minority Career Fair. They discussed Agency career opportunities with over 125 students who visited the CIA booth. As a result, 30 interviews were added to those already scheduled by the school's Coordinator of Minority Affairs. They also met with school officials to discuss the Agency's mission, career opportunities, and officer-technical qualifications. We found several strong candidates for employment, including 3 potential CTs, and gave out 32 PHS packages.

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Significant meetings and briefings

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The Director of Personnel (Robert Magee), Deputy Director of Personnel [redacted] Deputy Director of Employment [redacted] Hispanic Program Manager/Recruiter [redacted] and Director, EEO (Avon Harding) met with Councilman Richard Alatorre, who represents the 14th District of Los Angeles California. We addressed the Agency's minority recruitment effort in general and the Hispanic Program in particular. Councilman Alatorre from the very beginning appeared extremely skeptical and suspicious of the Agency and its stated goals of increasing our Hispanic professional and technical workforce. He had harsh words to say about our recruitment film, which he watched with us, and stated that he saw no Brown faces. He further questioned our commitment when he asked if we had any Hispanic field recruiters and was told we do not.

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After much dialog and a visit to our Headquarters facility, the councilman, largely through the efforts of the D/OP, relented and seemingly made a complete turn around offering his assistance in our ongoing recruitment effort. The Councilman's initial suspicions, however highlight and bring vividly into focus the task we must address of reaching and educating a large segment of this country's Hispanic population.

[redacted]
Avon O. Harding

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